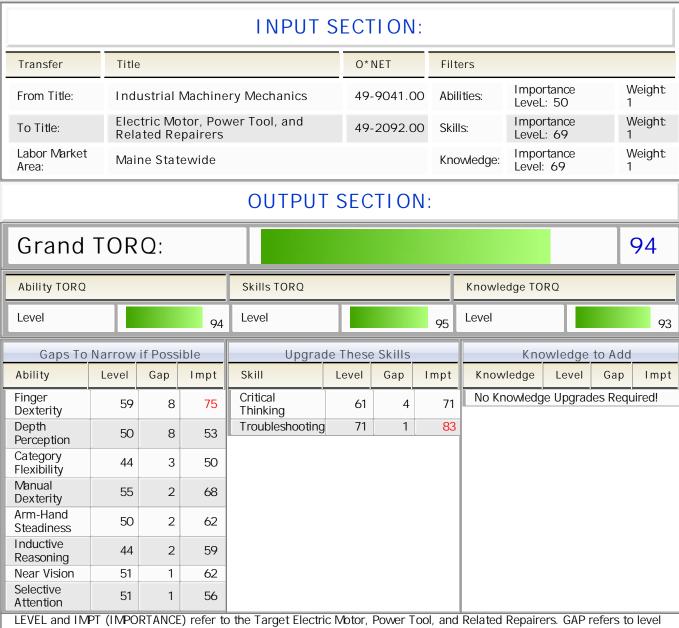
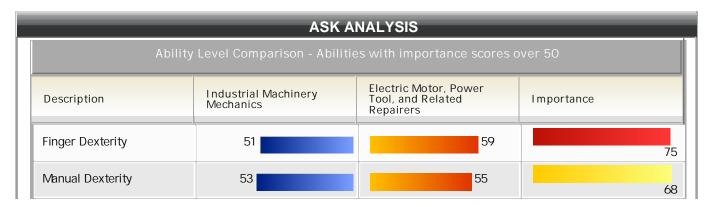
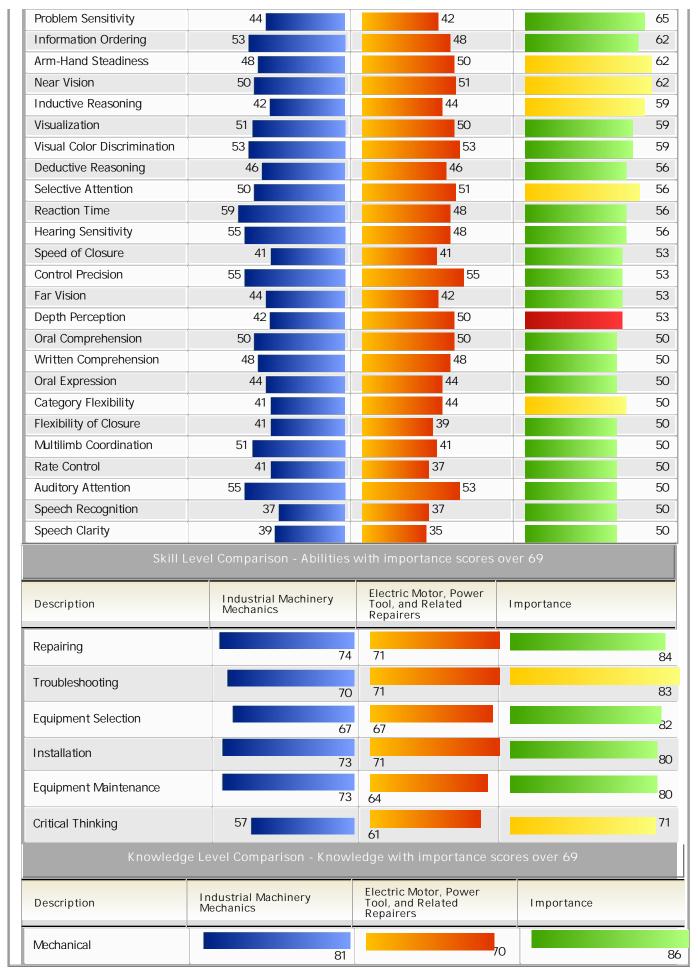
TORQ Analysis of Industrial Machinery Mechanics to Electric Motor, Power Tool, and Related Repairers



EVEL and IMPT (IMPORTANCE) refer to the Target Electric Motor, Power Tool, and Related Repairers. GAP refers to level difference between Industrial Machinery Mechanics and Electric Motor, Power Tool, and Related Repairers.







Experience & Education Comparison								
Related Work Experience Comparison			on	Required Education Level Comparison				
Description	Industrial Machinery Power Mechanics Tool, ar			Description Industrial Machinery Mechanics		Electric Motor, Power Tool, and Related Repairers		
			Repairers	Doctoral	O%	0%		
10+ years		7%	0%	Professional Degree	0%	0%		
8-10 years	8	8%	0%	Post-Masters Cert	0%	0%		
6-8 years	{	8%	0%	Master's Degree	0%	0%		
4-6 years	14	%	21%	Post-Bachelor Cert	0%	0%		
2-4 years	17%	6	28%	Bachelors	7%	0%		
1-2 years	159	%	16%	AA or Equiv	1%	6%		
6-12		3%	9%	Some College	11%	0%		
months	4.00		_	Post-Secondary	36%	39%		
3-6 months	139	%	0%	Certificate				
1-3 months		0%	2%	High Scool Diploma or GED	24%	43%		
0-1 month		0%	2%	No HSD or GED	17%	10%		
None	11	1%	18%	NO FISE OF GED	1770	. 070		

Industrial Machinery Mechanics

Electric Motor, Power Tool, and Related Repairers

Most Common Educational/Training Requirement:

Long-term on-the-job training

Postsecondary vocational award

Job Zone Comparison

3 - Job Zone Three: Medium Preparation Needed

Previous work-related skill, knowledge, or experience is required for these occupations. For example, an electrician must have completed three or four years of apprenticeship or several years of vocational training, and often must have passed a licensing exam, in order to perform the job.

Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree. Some may require a bachelor's degree.

Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

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years of training involving both on-the-job experience and informal training with experienced workers.

Tasks

Core Tasks

Generalized Work Activities:

- Repairing and Maintaining Mechanical Equipment - Servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.
- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Handling and Moving Objects Using hands and arms in handling, installing,

Electric Motor, Power Tool, and Related

Core Tasks

Generalized Work Activities:

- Getting Information Observing, receiving, and otherwise obtaining information from all relevant sources.
- Identifying Objects, Actions, and Events -Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.
- Repairing and Maintaining Mechanical Equipment - Servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of



ordoning, and morning materials, and manipulating things.

- Getting Information Observing, receiving, and otherwise obtaining information from all relevant sources.
- · Performing General Physical Activities -Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.

Specific Tasks

Occupation Specific Tasks:

- Analyze test results, machine error messages, and information obtained from operators in order to diagnose equipment problems.
- · Clean, lubricate, and adjust parts, equipment, and machinery.
- Cut and weld metal to repair broken metal parts, fabricate new parts, and assemble new equipment.
- · Demonstrate equipment functions and features to machine operators.
- Disassemble machinery and equipment to remove parts and make repairs.
- Enter codes and instructions to program computer-controlled machinery.
- · Examine parts for defects such as breakage and excessive wear.
- Observe and test the operation of machinery and equipment in order to diagnose malfunctions, using voltmeters and other testing devices.
- Operate newly repaired machinery and equipment to verify the adequacy of repairs.
- Reassemble equipment after completion of inspections, testing, or repairs.
- · Record parts and materials used, and order or requisition new parts and materials as necessary.
- Record repairs and maintenance performed.
- Repair and maintain the operating condition of industrial production and processing machinery and equipment.
- · Repair and replace broken or malfunctioning components of machinery and equipment.
- · Study blueprints and manufacturers' manuals to determine correct installation and operation of machinery.

Detailed Tasks

- mechanical (not electronic) principles.
- Making Decisions and Solving Problems Analyzing information and evaluating results to choose the best solution and solve problems.
- · Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.

Specific Tasks

Occupation Specific Tasks:

- Add water or acid to battery cell solutions to obtain specified concentrations.
- Adjust working parts, such as fan belts, contacts, and springs, using hand tools and gauges.
- Assemble electrical parts such as alternators, generators, starting devices, and switches, following schematic drawings and using hand, machine, and power tools.
- Bolt porcelain insulators to wood parts in order to assemble hot stools.
- Clean cells, cell assemblies, glassware, leads, electrical connections, and battery poles, using scrapers, steam, water, emery cloths, power grinders, or acid.
- Clean, rinse, and dry transformer cases, using boiling water, scrapers, solvents, hoses, and cloths.
- · Cut and form insulation, and insert insulation into armature, rotor, or stator
- Disassemble defective equipment so that repairs can be made, using hand tools.
- Drain and filter transformer oil and refill transformers with oil until coils are submerged.
- Hammer out dents and twists in tools and equipment.
- Inspect and test equipment in order to locate damage or worn parts and diagnose malfunctions, or read work orders or schematic drawings to determine required repairs.
- Inspect batteries for structural defects such as dented cans, damaged carbon rods and terminals, and defective seals.
- Inspect electrical connections, wiring, relays, charging resistance boxes, and storage batteries, following wiring diagrams.
- · Lift units or parts such as motors or generators, using cranes or chain hoists,



Detailed Work Activities:

- adhere to safety procedures
- adjust or set mechanical controls or components
- adjust production equipment/machinery setup
- align or adjust clearances of mechanical components or parts
- analyze operation of malfunctioning electrical or electronic equipment
- apply cleaning solvents
- assemble and install pipe sections, fittings, or plumbing fixtures
- assemble, dismantle, or reassemble equipment or machinery
- bend tubing or conduit
- braze metal parts or components together
- calibrate or adjust electronic equipment or instruments to specification
- conduct performance testing
- conduct tests to locate mechanical system malfunction
- control HVAC equipment
- coordinate production maintenance activities
- cut, bend, or thread pipe for gas, air, hydraulic, or water lines
- determine installation, service, or repair needed
- develop maintenance schedules
- diagnose mechanical problems in machinery or equipment
- fabricate, assemble, or disassemble manufactured products by hand
- identify base metals for welding
- identify properties of metals for repair or fabrication activities
- inspect machinery or equipment to determine adjustments or repairs needed
- install electrical conduit or tubing
- install electrical fixtures or components
- install electronic equipment, components, or systems
- install electronic power, communication, control, or security equipment or systems
- install equipment or attachments on machinery or related structures
- install industrial machinery or related heavy equipment
- install or replace meters, regulators, or related measuring or control devices
- install water or sewer treatment plant equipment
- install/connect electrical equipment to power circuit
- lubricate machinery, equipment, or parts
- · maintain or repair industrial or related

- or signal crane operators to increavy parts or subassemblies.
- Lubricate moving parts.
- Maintain stocks of parts.
- Measure velocity, horsepower, revolutions per minute (rpm), amperage, circuitry, and voltage of units or parts to diagnose problems, using ammeters, voltmeters, wattmeters, and other testing devices.
- Position and level battery cells, anodes, or cathodes, using hoists or leveling jacks, or signal other workers to perform positioning and leveling.
- Pour compounds into transformer-case terminal openings in order to seal out moisture.
- Read service guides to find information needed to perform repairs.
- Reassemble repaired electric motors to specified requirements and ratings, using hand tools and electrical meters.
- Record repairs required, parts used, and labor time.
- Reface, ream, and polish commutators and machine parts to specified tolerances, using machine tools.
- Remove and replace defective parts such as coil leads, carbon brushes, and wires, using soldering equipment.
- Repair and operate battery-charging equipment.
- Repair and rebuild defective mechanical parts in electric motors, generators, and related equipment, using hand tools and power tools.
- Rewind coils on cores in slots, or make replacement coils, using coil-winding machines.
- Rewire electrical systems, and repair or replace electrical accessories.
- Scrape and clean units or parts, using cleaning solvents and equipment such as buffing wheels.
- Seal joints with putty, mortar, and asbestos, using putty extruders and knives.
- Set machinery for proper performance, using computers.
- Sharpen tools such as saws, picks, shovels, screwdrivers, and scoops, either manually or by using bench grinders and emery wheels.
- Solder, wrap, and coat wires to ensure proper insulation.
- Steam-clean polishing and buffing wheels to remove abrasives and bonding materials, and spray, brush, or recoat surfaces as necessary.
- Test battery charges, and replace or recharge batteries as necessary.
- Test conditions, fluid levels, and specific gravities of electrolyte cells, using voltmeters, hydrometers, and



- equipment/machinery
- maintain or repair small engines
- maintain or repair work tools or equipment
- maintain repair records
- maintain specialized manufacturing or commercial equipment or machinery
- maintain welding machines or equipment
- move or fit heavy objects
- observe or listen to machinery or equipment operation to detect malfunctions
- · obtain information from individuals
- operate crane in construction, manufacturing or repair setting
- operate hoist, winch, or hydraulic boom
- operate pneumatic test equipment
- · order or purchase supplies, materials, or equipment
- overhaul industrial or construction machinery or equipment
- · overhaul power-generating equipment or machinery
- perform detailed welding techniques
- perform hydraulic plumbing
- perform safety inspections in industrial, manufacturing or repair setting
- position, align, or level machines, equipment, or structures
- program computer numerical controlled machines
- read blueprints
- read schematics
- read specifications
- read technical drawings
- read work order, instructions, formulas, or processing charts
- · repair computer controlled manufacturing systems
- repair or adjust measuring or control devices
- repair or replace electrical wiring, circuits, fixtures, or equipment
- · repair or replace malfunctioning or worn mechanical components
- repair plastics manufacturing equipment
- repair sheet metal products
- replace electronic components
- requisition stock, materials, supplies or equipment
- set up and operate variety of machine tools
- set up computer numerical control machines
- · solder electrical or electronic connections or components
- solder metal parts or components together
- test electrical/electronic wiring,

thermometers.

- Test equipment for overheating, using speed gauges and thermometers.
- · Verify and adjust alignments and dimensions of parts, using gauges and tracing lathes.
- · Weld, braze, or solder electrical connections.

Detailed Tasks

Detailed Work Activities:

- · apply cleaning solvents
- assemble gear systems
- clean equipment or machinery
- determine installation, service, or repair needed
- distinguish colors
- fabricate, assemble, or disassemble manufactured products by hand
- · inspect machinery or equipment to determine adjustments or repairs needed
- inspect transformer for defects
- install or replace meters, regulators, or related measuring or control devices
- install/connect electrical equipment to power circuit
- lubricate machinery, equipment, or parts
- · maintain inventory of supplies
- maintain or repair industrial or related equipment/machinery
- maintain or repair work tools or equipment
- maintain production or work records
- move or fit heavy objects
- operate coil winding machines
- operate hoist, winch, or hydraulic boom
- operate lathes
- · perform safety inspections in industrial, manufacturing or repair setting
- read blueprints
- · read schematics
- read technical drawings
- · read work order, instructions, formulas, or processing charts
- repair electrical transformers
- repair or replace electrical wiring, circuits, fixtures, or equipment
- · service batteries or transformers with specified fluids
- sharpen metal objects
- signal directions or warnings to coworkers
- solder electrical or electronic connections or components
- solder metal parts or components together
- test electrical/electronic wiring, equipment, systems or fixtures
- · test mechanical products or equipment



- equipment, systems or fixtures
- test electronic or electrical circuit connections
- test mechanical products or equipment
- understand service or repair manuals
- understand technical operating, service or repair manuals
- use 2-cycle engine technology
- use acetylene welding/cutting torch
- · use arc welding equipment
- use basic plumbing techniques
- use braze-welding equipment
- use combination welding procedures
- use control or regulating devices to adjust or maintain industrial machinery
- use electrical or electronic test devices or equipment
- · use electronic calibration devices
- use hand or power tools
- use high voltage apparatus
- use knowledge of metric system
- use knowledge of welding filler rod types
- use machine tools in installation, maintenance, or repair
- use pipe fitting equipment
- use pneumatic tools
- use pollution control techniques
- use precision measuring devices in mechanical repair work
- use pressure gauges
- use robotics systems technology
- use soldering equipment
- use tube bending equipment
- verify levelness or verticality, using level or plumb bob
- weld together metal parts, components, or structures

Technology - Examples

Computer aided design CAD software

Computer aided design CAD software

Computer aided manufacturing CAM software

• Extranet Machine Tools Suite

Data base user interface and query software

Maintenance planning and control software

Facilities management software

Maintenance management software

Industrial control software

- BIT Corp ProMACS PLC
- KEYENCE PLC Ladder Logic

- understand service or repair manuals
- understand technical operating, service or repair manuals
- use electrical or electronic test devices or equipment
- use hand or power tools
- use high voltage apparatus
- use measuring devices in repairing industrial or heavy equipment
- · use pneumatic tools
- use precision measuring devices in mechanical repair work
- use soldering equipment
- use voltmeter, ammeter, or ohmmeter

Technology - Examples



	industrial Machinery Mechanics
(Office suite software
	Microsoft Office
(Spreadsheet software
	Microsoft Excel
\	Nord processing software
	Microsoft Word
_	Tools - Examples
	• Pliers
	• Wrenches
	• Compressors
	Alignment tools
	• Ammeters
	• Stud drivers
	• Bandsaws
	• Vises
	Block and tackle equipment
	Acetylene torches
	Boring machines
	Broaching machines
	• Calipers
	Reciprocating machinery combustion analyzers
	Airhammer chisels
	Combination wrenches
	Cutting dies
	Desktop computers
	• Equipment rollers
	Side cutting pliers
	Angled feeler gauges
	• Files
	• Flow meters
	• Forklifts
	Brazing equipment
	Shaping machines

	Industrial Machinery Mechanics		Ele
Grease guns			
• Lapping wheels			
Brass hammers			
Hand pumps			1
• Gauges			1
Allen wrenches			
• Chain falls			1
• Impact wrenches			1
Bearing heating of	ovens		
• Jacks			٦
• Ladders			7
Laser measuring	equipment		
Computer printer	S		٦
• Engine lathes			7
• Transits			
• Level gauges			
Channel lock plier	S		1
Magnetic retrieve	rs		
Alignment scopes	3		1
• Rubber mallets			1
Metal inert gas M	IG welders		
• Punches			
Programmable log	gic controllers PLC		
Inside micromete	rs		
• Cutting machines	1		
Milling machines			
Multimeters			
Needlenose pliers	3		
Oscilloscopes			

• Personal computers

• Facing machines

• Pipe wrenches



Screw pitch gauges Plasma cutters
Plasma cutters
Staging platforms
• Plumb bobs
Airpowered descaling drills
Pneumatic hammers
Airpowered descaling turbines
• Jigs
Power drills
Cylindrical grinders
• Sanders
Power saws
Steam cleaning equipment
Pressure gauges
Hydrostatic testers
Optical measuring equipment
Pinchbars
Hydraulic pullers
Putty knives
Ratchet sets
• Reamers
Burnishing wheels
Riveting machines
• Rulers
Welding lenses
• Handsaws
Scissor lifts
Scrapers
Phillips head screwdrivers
• Rigging
Socket sets
Soldering irons



- Straightedges
- Bearing bridge gauges
- Vacuum lifts
- Strobe tachometers
- Tape measures
- Taps
- Space gauges
- Pipe threaders
- Aviation snips
- Emery wheels
- Tungsten inert gas TIG welding equipment
- Radial drills
- Utility knives
- Vacuum gauges
- Vibration analyzers
- Voltmeters
- Steel wedges
- Arc welders
- Welding shields
- Robotic teach pendants
- Tip dressing machines
- Electric welding equipment
- Electric rotary wire brushes
- Wire cutters
- Cranes
- Drill presses

	Labor Market Comparison							
Descript	ion	Industrial Machinery Mechanics	Electric Motor, Power Tool, and Related Repairers	Difference				
Median \	Vage	\$ 39,370	\$ 31,210	\$(8,160)				



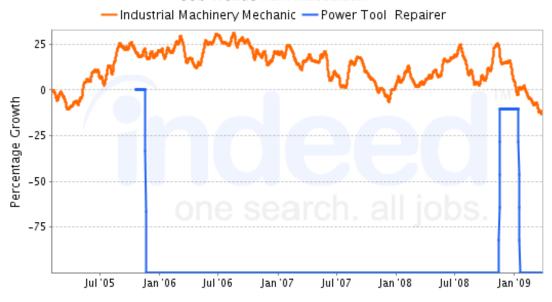
10th Percentile Wage	\$ 28,150	\$ 21,230	\$(6,920)
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 48,040	\$ 39,540	\$(8,500)
90th Percentile Wage	\$ 56,740	\$ 46,250	\$(10,490)
Mean Wage	\$ 40,830	\$ 32,930	\$(7,900)
Total Employment - 2007	990	170	-820
Employment Base - 2006	1,021	153	-868
Projected Employment - 2016	1,096	135	-961
Projected Job Growth - 2006-2016	7.4 %	-11.8 %	-19.1 %
Projected Annual Openings - 2006-2016	25	6	-19

National Job Posting Trends

Trend for Industrial Machinery Mechanics

Trend for Electric Motor, Power Tool, and Related Repairers

Job Trends from Indeed.com



Data from Indeed

Recommended Programs

Electrician

Electrician. A program that prepares individuals to apply technical knowledge and skills to install, operate, maintain, and repair electric apparatus and systems such as residential, commercial, and industrial electric-power wiring; and DC and AC motors, controls, and electrical distribution panels. Includes instruction in the principles of electronics and electrical systems, wiring, power transmission, safety, industrial and household appliances, job estimation, electrical testing and inspection, and applicable codes and standards.



Institution	Address	City	URL
Eastern Maine Community College	354 Hogan Rd	Bangor	www.emcc.edu
Wasington County Community College	One College Drive	Calais	www.wccc.me.edu
Kennebec Valley Community College	92 Western Ave	Fairfield	www.kvcc.me.edu
Kennebec Valley Community College	92 Western Ave	Fairfield	www.kvcc.me.edu
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu
Southern Maine Community College	2 Fort Road	South Portland	www.smccWE.edu

Electrical and Electronics Equipment Installer and

Electrical/Electronics Equipment Installation and Repair, General. A program that generally prepares individuals to apply technical knowledge and skills to operate, maintain, and repair electrical and electronic equipment. Includes instruction in electrical circuitry, simple gearing, linkages and lubrication of machines and appliances, and the use of testing equipment. No schools available for the program

Major Appliance Installer and Repairer

Appliance Installation and Repair Technology/Technician. A program that prepares individuals to apply technical knowledge and skills to repair, install, and service major gas, electric, and microwave consumer appliances such as stoves, refrigerators, dryers, water heaters, washers, dishwashers, and commercial units such as ice makers and coffee makers.

No schools available for the program

Electrical and Electronics Equipment Installer and

Electrical/Electronics Maintenance and Repair Technology, Other. Any instructional program in electrical and electronics equipment installation and repair not listed above.

No schools available for the program

Miscellaneous Mechanics and Repairers, Other

Precision Systems Maintenance and Repair Technologies, Other. Any instructional program in miscellaneous mechanics and repairers not listed above.

No schools available for the program

ı	Maine Statewide Promotion Opportunities for Industrial Machinery Mechanics									
O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings		
49-9041.00	Industrial Machinery Mechanics	100	3	990	\$39, 370.00	\$0.00	7%	25		
49-9044.00	Millwrights	92	3	830	\$41,280.00	\$1,910.00	-12%	11		
51-4111.00	Tool and Die Makers	88	3	160	\$51,670.00	\$12,300.00	-11%	2		
51-4041.00	Machinists	87	3	1,860	\$41,560.00	\$2,190.00	4%	35		
49-2094.00	Electrical and Electronics Repairers, Commercial and Industrial Equipment	87	3	440	\$49,450.00	\$10,080.00	-19%	15		
51-4192.00	Lay-Out Workers, Metal and Plastic	86	2	180	\$43,870.00	\$4,500.00	-24%	3		



51-4011.00	Computer-Controlled Machine Tool Operators, Metal and Plastic	86	2	720	\$40, 490.00	\$1,120.00	6%	12
47-4021.00	Elevator Installers and Repairers	85	4	0	\$50, 960.00	\$11,590.00	0%	0
49-2095.00	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	85	5	20	\$60,790.00	\$21,420.00	5%	1
49-9012.00	Control and Valve Installers and Repairers, Except Mechanical Door	85	3	170	\$47,860.00	\$8,490.00	-9%	3
49-3011.00	Aircraft Mechanics and Service Technicians	84	3	210	\$44, 280.00	\$4,910.00	-2%	2
53-6051.07	Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	83	3	60	\$42,890.00	\$3,520.00	5%	2
47-2111.00	Electricians	82	3	2,910	\$43,650.00	\$4, 280.00	1%	89
53-7021.00	Crane and Tower Operators	81	3	240	\$41,940.00	\$2,570.00	-2%	4
17-3023.01	Electronics Engineering Technicians	81	3	430	\$45,180.00	\$5,810.00	-20%	9

Top Industries for Electric	: Motor, F	ower Tool	, and Relate	d Repairers	
Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	811300	27.62%	7,037	6,702	-4.76%
Self-employed workers, primary job	000601	8.55%	2,178	2,088	-4.12%
Electrical and electronic goods merchant wholesalers	423600	7.99%	2,035	2,159	6.11%
Self-employed workers, secondary job	000602	3.96%	1,008	903	-10.40%
Building material and supplies dealers	444100	3.90%	994	1,143	15.01%
Electronic and precision equipment repair and maintenance	811200	2.84%	724	592	-18.20%
Automotive mechanical and electrical repair and maintenance	811110	2.78%	709	758	6.86%
Electrical contractors	238210	2.78%	709	669	-5.63%
Electrical equipment manufacturing	335300	1.74%	444	340	-23.53%



Hardware, and plumbing and heating equipment and supplies merchant wholesalers	423700	1.69%	430	439	2.17%
Converted paper product manufacturing	322200	1.48%	377	285	-24.47%
Personal and household goods repair and maintenance	811400	1.45%	369	308	-16.47%
Professional and commercial equipment and supplies merchant wholesalers	423400	1.29%	329	345	4.91%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers	423100	1.23%	314	323	2.73%
Local government, excluding education and hospitals	939300	1.08%	275	278	1.10%

Top Industries for Industrial Machinery Mechanics					
Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	811300	7.91%	20,611	25,083	21.70%
Motor vehicle parts manufacturing	336300	3.70%	9,644	8,829	-8.44%
Plastics product manufacturing	326100	3.58%	9,327	11,369	21.90%
Self-employed workers, primary job	000601	2.49%	6, 497	7,960	22.52%
Electric power generation, transmission and distribution	221100	2.40%	6,265	6,626	5.77%
Converted paper product manufacturing	322200	2.30%	5, 998	5,789	-3.49%
Pulp, paper, and paperboard mills	322100	2.25%	5, 865	4,678	-20.23%
Animal slaughtering and processing	311600	2.25%	5,866	7,700	31.25%
Local government, excluding education and hospitals	939300	2.03%	5,296	6,841	29.19%
Fruit and vegetable preserving and specialty food manufacturing	311400	2.02%	5,259	5, 484	4.27%
Basic chemical manufacturing	325100	1.87%	4, 881	4,734	-3.02%
Federal government, excluding postal service	919999	1.81%	4,706	5,116	8.71%
Petroleum and coal products manufacturing	324100	1.46%	3,797	3,296	-13.18%
Semiconductor and other electronic component manufacturing	334400	1.39%	3,633	3,652	0.52%
Bakeries and tortilla manufacturing	311800	1.36%	3,536	4,154	17.47%